

My name is Antoinette and I have been a dedicated employee of Rock Haven for almost 20 years. I am writing about my concern of the mandating experimented COVID-19 vaccine.

I don't believe that it is right to take away our rights to make a decision for our health and what we want or don't want to put into our bodies. If the residents have a right to choose, we should have that right as well.

We have been protecting our residents since the pandemic has occurred and wearing a mask and shield have protected them this long. My fear is that you are going to lose a lot of dedicated workers, people who have dedicated their lives and time to Rock Haven.

The way it was presented to us was wrong and unfair. We have not been mandated to take other vaccines so why this one? It still does not protect us and it's not FDA approved. Our jobs should not be threatened because some chose not to take it.

No other facilities are mandated the vaccine, so why are we??

Antoinette Cavett

January 9, 2021

Please read at the Health Service Committee Meeting.

I have been an employee for 32 years. I have given up time on holidays and weekends for Rock Haven. I feel like no one cares. We were bullied or blackmailed into either take the vaccine or lose your job. So I'm forced into retirement. I don't/wasn't ready to retire but you leave me no choice.

1- Vaccine isn't a cure

2- Don't even know if it works

3 – Might not be safe, as not FDA approved

4 – Only need 70 percent to make herd immunity, why can't some of us be that 30 percent?

5- Protecting residents, isn't that what we have been doing?

Shields, mask, temperature taking daily and covid testing 2x/week. I believe it is working. To my knowledge, residents have been healthy in 2020.

It's just sad that after 32 years, I feel replaceable and not a very nice way, to treat a valuable, loyal employee.

I'm not saying this vaccine is maybe the answer, but it should be a choice. We are expected to treat our government blindly, while our little county forces people against their will to put to their own health at risk. Again what we were doing is working and we still have to wear PPE after the vaccine, guess you are not sure it will work either.

Thank you for your time

Jan Hill

My name is Ron Machaj. I have been a Maintenance IV worker at Rock Haven for seven years. My employment here has been both challenging and rewarding. My skillset as a maintenance worker has grown and continues to grow every day. It has been a fulfilling job and my co-workers have played a big role in that. Our shared belief and responsibility to keeping our residents safe and well cared for creates an environment that makes it easy to come in to work each morning and leave at the end of the day knowing we made a difference in the lives of our residents.

The advent of the corona virus last spring has impacted each and every one of us. At Rock Haven we have had to make drastic and dramatic changes in the way we perform our duties. From full-time wearing of masks and face shields, taking our temperature at the beginning of each shift, increased sanitation of high touch surfaces, installation of air purifying equipment, social distancing of residents and staff, to radically altering who can even enter our building, we have met those challenges and continue to adapt and change our procedures as needed as this pandemic evolves.

While we have willfully taken on these challenges, recently our administration has chosen a policy of mandating all Rock Haven staff to get the covid 19 vaccine or be laid off indefinitely from their job. We were given very short notice of this, forcing employees who either do not want to get, or in some cases, should not get an injection that is not FDA approved, nor has had any long-term testing, into making the decision, my health or my livelihood?

Mandating vaccination is wrong on many levels, as other letters read here may illustrate. While I have no doubt the decision was made with the best of intentions for our residents' health, it absolutely oversteps the boundaries of what an employer should expect, or in this case, demand of their employees.

All but a handful of our residents received the vaccine. It was their choice, no mandation. Those that chose not to get vaccinated were not asked to leave Rock Haven. The majority of Rock Haven employees will choose to get vaccinated. But if an employee chooses not to get vaccinated, they're laid off indefinitely. In terms of spreading this virus, does this make any sense? If the vast majority of our residents are now vaccinated, and the vaccine does its job, why should any employee be mandated to get it?

I was sick and tested positive for covid 19 over Christmas. I was ill approximately four days, stayed home from work the week between Christmas and New Year's weekend and returned to work with no symptom for over ten days.. I feel great. According to the CDC, I no longer need to be tested for the virus for the next 90 days, which means I pose no or low risk of spreading the virus. My body has built immunity to the virus. This is what getting vaccinated is supposed to emulate, the human body's ability to build defense mechanisms to getting infected again.

On the Mayo Clinic's website pertaining to covid 19, they make the recommendation that neither people currently infected nor people who have recently had the virus get vaccinated for a minimum of 90 days post symptoms. Unfortunately, they do not elaborate on why. I had the virus over Christmas, I am scheduled to be vaccinated Feb 2, 2021. My health or my job. That's the question I am faced with. I am being told by a leading health organization to not get

vaccinated, and told by my employer to get vaccinated or lose your job. Fair? Please try to put yourself in my situation.

The first round of the two part vaccination has been completed for roughly half of employees at Rock Haven. I know of roughly six employees who chose not get vaccinated. One was laid off indefinitely, or until they comply with vaccination, two chose to retire early, not what they were intending to do, I believe one voluntarily quit, and I am not sure of the other two. I have spoken with many other who felt they were strong-armed into getting vaccinated. Once again, get the shot or lose you livelihood. Also, I have witnessed many employees with localized side effect from the shot. Yes, the CDC does say some people will have side effects to varying degree, but witnessing this does not build my confidence in this vaccine.

In conclusion, again please try to put yourself in our shoes. If you want to get vaccinated, by all means do. Most of our residents have. But if you have concerns over the risks of getting this vaccine, or have health authorities telling you not to get it, you should have the right to say no and not lose your job over it.

Sincerely, Ronald J. Machaj

January 12, 2021

To whom it may concern

I have been employed at Rock Haven almost 20 years. I was a NA for 13 years and have been in environmental services the last 6 years. I have always given a 100% and tried to be a leader and follow the rules.

I'm almost 65 years old and at my age, I would like to be able to make the choice of getting a vaccination that is so new, that my questions about it can't be answered because nobody knows the answer.

My only option is to take a lay off and lose my insurance. What kind of gratitude is that for an employee that has given almost 20 years to help care for our elderly and rehab residents and worked many, many hours to help keep them safe.

Please do not make the COVID-9 vaccine mandated. Let us decide.

Betty Halverson

I have been employed at Rock Haven for 8.5 years. I enjoy what I do and the people I work with. I don't feel that any employer has the right to threaten any employee with the loss of their job in not willing to take a vaccine that has not been out long enough to see the long term effects.

If we are laying off those that refuse and we are already down employees, what will happen when staff get the vaccine and have reactions or get sick? Who will take care of the residents when there is no staff to work?

Jan 8, 2021 2:24:22 PM

I have been an employee at Rock Haven Nursing Home for 28 years. Im writing this letter in regards to the mandated covid 19 vaccine. Vaccines have never been mandated here at Rock Haven and I dont believe they should be. Wisconsin does not have a mandated vaccine law. I dont feel comfortable receiving a vaccine that the FDA has approved for experimental use. This mandation for the vaccine has created a hostile work environment here at Rock Haven nor has Rock Haven provided us with any facility policy. No other Rock County Health Care System is mandating the experimental covid 19 vaccine. I believe if administration would have taken a different approach with this vaccine they would have gotten better results. I feel like the memo was very threatening to the staff and I dont feel comfortable receiving an experimental covid 19 vaccine.

Thank you!  
A concerned employee

## MICHELLE KELM

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**From:** Tracy Taube <tracytaube2@gmail.com>  
**Sent:** Tuesday, January 12, 2021 10:35 AM  
**To:** MICHELLE KELM

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I don't feel its right for you to tell me what I have to put in my body it should be my choice but its not really my choice because if I don't get it then I get laid off from work without pay until I comply. Knowing that most people are working there because they need a pay check I feel this is just another way of you bullying us to get us to do what you want and that is wrong. Having had covid I would much rather live with that instead of taking a shot that really nobody at this point in time knows what the real side effects are or will be. Its not like after getting the shot the masks and face shields and other ppe are going away we are still having to protect ourselves in that way so why shouldn't we have the choice?



. My name is Kathy Pabst, beginning my twelfth year as a CNA at Rock Haven. My husband died painfully from covid after a month in the hospital. I was infected spending a month home alone caring for myself and mourning my husband's passing, hoping not to go to the hospital. I survived but with fatigue and breathing issues. I have lost six friends to covid. However, I still believe no one has the right to force anyone to have a foreign substance injected into their body. I took the first immunization shot, less than 12 hours later, had a severe reaction, and spiked a temp of 103.8, severe headache and muscle pain. This knocked me down for several days. This was not flu like symptoms, it was covid all over again. I do not look forward to the second injection. I know of no reputable company that would force such physical and mental agony onto their employees and jeopardize their livelihood. It shows me that there is no regard for employee's personal rights. Along with those of the residents we serve and protect, to take away their continuity of care with the people who they know and trust. I believe this is all fired by wanting to open the covid positive unit for federal funding to recoup monetary losses this year. Hopefully the staffing of this unit will be voluntary instead again mandatory.

Michelle  
Omit if this doesn't  
fit with the point you  
are trying to make.  
Thank you again  
K. Pabst

I am writing this letter to voice my concerns about the mandated covid vaccine, I have been an employee of Rockhaven for over 20 years, Sara Barnes sent out a memo to staff just before Christmas stating all employees will be broke in to two groups to get mandatory covid vaccine. Staff have been bullied and intimidated into getting a vaccine they are not comfortable getting to keep there job and health insurance. When I voiced my concerns to someone in management I was asked why I got into nursing if I didn't want to do what was best for my residents and I shouldn't complain there are other countries that tell there people what job to do this is just a shot I should be glad to get it. I have had covid, I also have a health condition that requires me to be on a medication that lowers my immune system. Management is requiring me to take something with out understanding my medical history and what side effects I may have. We have been forced to be tested twice a week, forced to where masks and Shields making it very difficult to breathe for 8 hours a day and if mandated 16. It is my understanding we are the only county employees mandated to get this injection. I care very deeply about my Residents but I also care about my health and after over 20 years of dedication to Rock haven im being forced to sacrifice my health to keep my job and health insurance both I need. I Hope that the county bord will also feel this kind of intimidation and abuse of authority is inexcusable and will let the dedicated Rock haven staff that are not comfortable at this time getting a un approved immunization only approved for emergency dispensing, make there own decision if this is right for them.

LPN - RH

## MICHELLE KELM

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**From:**  
**Sent:** Monday, January 11, 2021 5:59 PM  
**To:** MICHELLE KELM  
**Subject:** letter to County Board in regards to covid vaccine

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January 11, 2021 4:00 pm

Im writting this letter in regards to the recent mandatory covid-19 vaccine. On Christmas Eve Day all Rock Haven Employees received a memo stating that the covid-19 vaccine will be mandatory for all employees. The memo stated that if you chose not to receive the vaccine you would be laid off immediately and insurance would stop that same day. Many of us employees had many many questions about this mandated vaccine that gave us little leway to discuss this vaccine with family members, Heath Care providers and or Administration. I dont feel comfortable receiving a vaccine they know very little about. A vaccine that has been approved for emergency use only and is not approved by the FDA. I feel as a Untied States Citizen it is my choice to receive or not to receive a vaccine as Wisconsin does not have a mandatory vaccine law. I feel that if Administration would have posted a memo stating that we were allowed to get the vaccine free of charge and encourage all employees to receive this vaccine they would have gotten a better responce. But instead they feel they need to threaten us with our job and loss of insurance. I have been a long term employee of Rock Haven and know that we are the only facility in Rock County that this vaccine has been mandated at and I also know that Rock Haven is the only facility wearing a face shield and mask at all times making it very difficult to see and breath. Our residents are very confused and are having a very hard time understanding and communicating with us. Im hoping the Rock County Board will review this mandated vaccine requirement and take into consideration that we as citizens have rights.

Thank you for your time!

RH CNA

## Why I Do Not Want the COVID-19, Moderna, 2-Step Vaccination

On December 23, 2020, prior to a 4-day weekend, I received an urgent memorandum at the end of my shift stating that the Moderna COVID-19 vaccination is mandatory for all Rock Haven employees. The memorandum stated, "failure to meet these requirements will result in the employee being laid off as described in Rock County Ordinance 18.61(d).-The appointing authority may layoff an employee when an employee can no longer perform the essential functions of the job." All employees at Rock Haven including myself have been wearing a face mask and shield since March of 2020. I have been able to successfully perform all essential job duties as a Master Case Manager without any problems.

When I returned to work on December 28, 2020, I spoke to Katie Meisenheimer, HR-SHRM-CP, Employee Benefits Specialist regarding this matter, as Amy Spoden was out of the office until January 4, 2021. I asked Katie several questions including if there were any exceptions to the mandatory vaccination. Katie replied in an email, "As indicated in the memo, the COVID vaccine is mandatory for all Rock Haven staff."

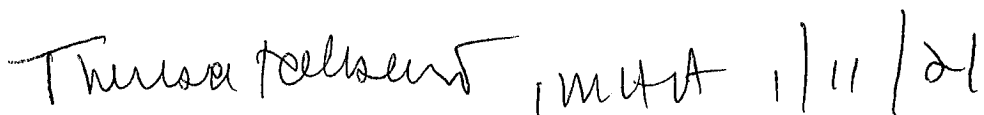
Human Resources has provided me with information on the layoff status if I do not receive the vaccination. I would not have life, health, dental or optical insurance unless I paid this on my own. My sick time would stay on the books until I retired or terminated my employed with Rock County. At that time I would receive half of my paid sick time. I asked Katie about unemployment and she replied, "Unemployment- receipt of unemployment benefits would be up to the state. Our office would provide any requested information related to the end of employment with Rock County."

I have been any employee with Rock County since 2000 and with Rock Haven since April of 2004. I have dedicated over 35-years in my profession that includes 21 years working for Rock County as of this year. Throughout my career I have strived to provide the best care and improving the overall quality of life for all of my resident's. Being forced to leave my position, due to not receiving the vaccination, would be a great disservice to my resident's as well as their families.

In summary, the COVID vaccination should not be mandatory for all staff. It is not mandatory for our resident's and it should be optional for staff as well. I also do not think that the flu shot should be mandatory for all staff, as it too is optional for the resident's. In the past, if staff declined the flu shot, they wore a mask for the entire flu season. Not having any exceptions to the vaccination, ie. Health related or religious beliefs is not acceptable in my opinion.

Thank you for reading and your consideration.

Sincerely,

 Theresa Talbert, MHA 1/11/21

Theresa Talbert, MHA

To Whom It May Concern:

As you are aware, Rock Haven has mandated the covid-19 vaccine, which has caused a lot of distress for my family and myself. There was no discussion, information, warning, or notification prior to Christmas Eve. When I arrived Christmas Eve, I was handed a memo stating the vaccine was mandatory by 1/5 or I would be laid off. None of the administration was working due to the holiday, so no one was able to ask questions. I feel this was done purposefully to avoid conflict. It gave me only 1.5 weeks to assess my situation and make an informed decision. Even after the holiday when all administration were back, no one answered questions and all attempts at asking question were met with annoyance. I feel I was brushed off when I was just trying to make an informed decision. My reasoning for not wanting to take the vaccine is the low number of clinical trials, unknown long term effects, and underlying medical concerns which are being addressed by a doctor right now. I tried to explain this but was again told to choose between the vaccine and my job, benefits, and health. Regardless of my feelings for the vaccine, the mandation could have happed in a much more professional manner. Rock Haven has been a very tense, dark, and stressful environment since Christmas Eve. I'm very concerned with how the administration handles important matters.

Thank you for your time.

Sincerely,

A very disappointed employee

## MICHELLE LYNCH

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**From:** Tina Samples  
**Sent:** Friday, January 08, 2021 1:13 PM  
**To:** MICHELLE LYNCH  
**Subject:** RONA

1/8/2021

To whom this may concern,

I feel very strongly that the decision to make the covid vaccine mandatory at Rock Haven is the wrong way to go with this pandemic. I for one am at a point in my life where I want to have one last child and my time is limited due to my age. I will not put anything into my body that could potentially hurt my unborn child if I were to get pregnant. This is a vaccine that is not even FDA approved. Even if it were approved how many times have we heard medications that have been approved recalled due to risks of cancer? The residents at RH are given a choice, but the care givers and employees that have given their lives to this company are not? We have rights and feel this is against our Constitution. It is very disrespectful to tell people who have given so many years to this company to say "you take it or you get laid off".

One thought, is that even if people get vaccinated this does not protect them from carrying the virus in and still potentially spreading the virus from touch and clothing.

2- Even if we get vaccinated, other members of the community and family will come in to this facility without being vaccinated and potentially spreading it.

3- Why are we mandated and other facilities given a choice

4- How can I work for a company that doesn't care about its employees? Which I think a lot of people are feeling this way.

5- Mandating this vaccine to the employees is creating job dissatisfaction, which leads to poor work performance, and employees being laid off or finding jobs elsewhere. Please give us the respect to decide for ourselves. Mandating this will not magically place a shield over our residents from getting the virus. It will spread either way and we will still need to wear the PPE.

Tina Yoss

## MICHELLE KELM

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**From:** Jaimee Edler <jaimnayla@gmail.com>  
**Sent:** Sunday, January 10, 2021 7:54 PM  
**To:** MICHELLE KELM  
**Subject:** Rock Haven Covid-19 vaccine

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Rock Haven Covid-19 vaccine

I am writing this regarding the Covid-19 vaccine that Rock Haven is currently forcing their staff to receive. Rock Haven distributed an urgent memo on Christmas Eve morning stating that all staff will be mandated to receive the vaccination at their assigned group date and time. This memo also stated that if they did not receive the vaccine at their assigned date that they would be put on layoff until they complete the vaccine series. This experimental vaccine has not been approved by the FDA as it is still in clinical trials. There is not a law mandating vaccination and this is against our human rights. I do not believe in receiving this against my will. It is against my beliefs and I also fear for possible severe reactions due to some ingredients in the vaccine that I cannot take. I have reached out to Human Resources and also to the county administrator with no options except that it is necessary to receive in order to protect our residents. The residents and or their POA have had the choice to receive the vaccination or not, and I believe that all staff should as well. I was also informed that this will not change the fact that Rock Haven staff will still be required to continue wearing all PPE daily including a procedure face mask and full face shield. Twice weekly Covid testing will also still continue at this time. Therefore, giving all staff the choice to receive the vaccine now or waiting until they feel ready as individuals is necessary. This mandation has already caused Rock Haven to lose some of our great staff causing concern for our residents and staff. It has caused more short staffing in our facility. Our residents' safety is our greatest concern and if we do not have the proper staffing to care for our residents, that is putting them more at risk. It is causing workplace stress and tension. Please help Rock Haven staff and change the mandation of this experimental vaccination at this time.

Thank you  
Rock Haven Covid-19 vaccine

~~I am writing this regarding the Covid-19 vaccine that Rock Haven is currently forcing their staff to receive. Rock Haven distributed an urgent memo on Christmas Eve morning stating that all staff will be mandated to receive the vaccination at their assigned group date and time. This memo also stated that if they did not receive the vaccine at their assigned date that they would be put on layoff until they complete the vaccine series. This experimental vaccine has not been approved by the FDA as it is still in clinical trials. There is not a law mandating vaccination and this is against our human rights. I do not believe in receiving this against my will. It is against my beliefs and I also fear for possible severe reactions due to some ingredients in the vaccine that I cannot take. I have reached out to Human Resources and also to the county administrator with no options except that it is necessary to receive in order to protect our residents. The residents and or their POA have had the choice to receive the vaccination or not, and I believe that all staff should as well. I was also informed that this will not change the fact that Rock Haven staff will still be required to continue wearing all PPE daily including a procedure face mask and full face shield. Twice weekly Covid testing will also still continue at this time. Therefore, giving all staff the choice to receive the vaccine now or waiting until they feel ready as individuals is necessary. This mandation has already caused Rock Haven to lose some of our great staff causing concern for our residents and staff. It has caused more short staffing in our facility. Our residents' safety is our greatest concern and if we do not have the proper staffing to care for our residents, that is putting them more at risk. It is~~

**MICHELLE KELM**

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**From:**  
**Sent:** Tuesday, January 12, 2021 9:53 AM  
**To:** MICHELLE KELM  
**Subject:** covid vaccine

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As a employee of Rock Haven for over 20 years, i have heard repeatedly that how we care for our residents is all in our approach, if at first our approach is unsuccessful then try a different approach. While i do believe the staff at Rock Haven understand the importance of receiving the vaccine, i feel it should be personal choice. Staff were approached in a manor that was threatening and put staff in fear of loosing their jobs and health benefits. There was ample time for management to approach staff in a more positive and educated manor. We have inservices yearly on how to continuously educate and better our approach with our residents to continuously give good care. I think its time management attend an inservice on how to better approach the staff at Rock Haven, as threatening and fear of retaliation isnt proving to be a successful approach. Thank you for your willingness to hear us!

CNA



## MICHELLE LYNCH

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**From:**  
**Sent:** Tuesday, January 12, 2021 10:42 AM  
**To:** MICHELLE LYNCH  
**Subject:** Board meeting letter

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To whom this may concern,

As an employee of Rock Haven I feel that it is not appropriate for the facility to mandate an experimental vaccine to its employees or receive an un-paid lay off if you do not receive it. Wisconsin does not have a mandatory vaccination law currently. Along with the mandatory vaccination Rock Haven would still require twice weekly testing, masks and face shields. I feel without knowing the long term side effects of this experimental vaccine we should not be mandated into receiving it. If this would have been approached in an appropriate manor my thoughts may have been different.

Sincerely,  
A concerned employee

CNA

## MICHELLE LYNCH

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**From:** Heather Kempf <kempf\_heather@yahoo.com>  
**Sent:** Monday, January 11, 2021 9:07 PM  
**To:** MICHELLE LYNCH  
**Subject:** Health Service Committee Meeting

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Good Evening Michelle,

I would like to ask you to read the following email at the Health Service Committee meeting on January 13<sup>th</sup> 2021 regarding the recent mandation of the Moderna COVID-19 vaccine at Rock Haven.

Thank you,

Heather Kempf RN  
Rock Haven Nursing Home

Dear Health Service Committee Members,

I write to you today to ask for your help. Please help the employees of Rock Haven stop the recent mandatory COVID-19 vaccine.

It was recently brought to our attention on December 23, 2020 that employees must comply with taking the Moderna COVID-19 vaccination or failure to meet this requirement will result in "the appointing authority may layoff an employee when an employee can no longer perform the essential functions of the job, and that a laid off employee will not be eligible to return to work until they have completed the COVID-19 vaccine series". The first vaccination date for Group 1 was January 5th 2021. There was no time for the employees in Group 1 to prepare to make a decision like this. The employees of Rock Haven have been performing the essentials functions of their jobs since the pandemic started.

May I remind you that no residents of Rock Haven have tested positive for COVID-19 since October 2020 according to management. All employees are wearing a mask and face shield through their entire shift. All employees are tested 2 times a week. All employees are screened before entering work for the designated shift. There is no reason to mandate an unapproved vaccine at this time.

It is important to remember, the Moderna COVID-19 vaccination is not FDA approved. It is an unapproved vaccine and has only been granted emergency use authorization. The vaccine "may" prevent COVID-19. The vaccine "may" not protect everyone. 4 employees have already been forced to take the layoff. This is not what the employees wanted. 1 employee has quit. 5 employees total after just the first round of vaccinating group 1. Women that are pregnant or plan to become pregnant are scared. There is a chance of a severe allergic reaction to the vaccine. All of the possible long term side effects of this vaccine are still unknown. The mandating of the vaccine is leading to a staffing crisis at Rock Haven.

Multiple employees are already out of work due to one of the following reasons: forced lay off now due to the mandatory vaccine, isolation due to respiratory symptoms, isolation due to possible exposure, isolation due to a positive test. Rock Haven can not lose any more staff. The state is not mandating the vaccine. The federal government is not mandating the vaccine. The local community hospitals and other nursing homes are not mandating

the vaccine. Please put a stop to the Rock Haven COVID-19 vaccine being mandatory for employment. The employees of Rock Haven should have a choice in their own health decisions without fear of being laid off during this difficult and unprecedented time.

Thank you for your consideration,

Heather Kempf RN  
Rock Haven Nursing Home

Good morning, my name is Michelle Kelm and I've been Rock Havens Scheduler for the last 11 years. I am concerned with the fact Rock Haven is making the Covid-19 vaccination mandatory for all Rock Haven employees. Currently Rock Haven is the only facility in the county that is mandating the vaccine. Making this vaccine mandatory has and will continue to impose hardship on Rock Havens staff and residents. Due to the pandemic there has already been an increased nursing shortage and it is crazy to me that we are willing to just let staff go on layoff because they are currently not comfortable taking the vaccine. 6 Months ago we had 20-24 nursing vacancies, currently we are at 44 (6 due to the 1<sup>st</sup> vaccine). I have been told there are possibly 10 more employees that will not be taking the next vaccine on February 2<sup>nd</sup> which will take our vacancies to 54. We had 3 new employees starting this week and all of a sudden they have decided not to work for Rock Haven, makes me wonder if it is due to the vaccine. Last week 4 people were offered jobs with us and declined due to the mandated vaccine. Not only do we have all these vacancies we also have employees out of work for 10-14 days for symptoms, exposure or being positive (last week 15 employees were out) on top of the call in's (96 last month). This mandate is going to result in severe staffing shortages, increase in mandation and cost of OT to ensure adequate staffing. Our residents deserve good care and I'm afraid we are going to be working so short they will not be getting the care they need and deserve. Currently we have a policy to lay off employees for not getting tested twice a week or making other arrangements but have not once followed through with a layoff. How is this fair to follow 1 covid policy but not all of them? Please reconsider this mandate for our staff and residents.

Thank you for your time,

Michelle Kelm

Nursing Staff Coordinator.

## Michelle Youderin

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**From:** Nicole Lemerand <nlemerand87@gmail.com>  
**Sent:** Tuesday, January 12, 2021 10:21 AM  
**To:** Michelle Youderin  
**Subject:** letter

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01/12/2021

To Whom it may concern,

I am an employee of Rock County that works as an Account Specialist for Rock Haven. I was informed on December 23rd, ~~2020~~ that I was mandated to receive the COVID-19 Vaccine or I would be put on a permanent layoff per Rock County Ordinance 18.613(d). On Tuesday January 5th 2020 I was perfectly healthy with no medical concerns. I was given my first injection. Within 8 hours of receiving the vaccine I had a rash covering my entire left arm, swelling to the point I could not bend my fingers, 102.6 fever and body aches so bad it hurt to sit, stand or walk. The following morning I woke up to swelling in both hands and feet so bad that I lost all feeling in my hand and feet. I had 104.2 fever, no sense of smell or taste vomiting and diarrhea. I sought medical attention to only find out I was having a reaction to the vaccine I received. I was given an EpiPen injection that only slightly helped with the symptoms. My physician said <sup>this</sup> ~~shit~~ is not the first reaction she has seen but also has very little information on how to treat my symptoms. As of today I am still off of work. I still have no smell or taste. My fingertips in my left hand are still numb. It wasn't until Sunday 1/10/2021 at 2:30pm that my fever finally broke. It wasn't until Monday that I was able to eat my first meal and actually keep it down. My physician has strongly advised I do not receive the second round of the vaccine or it will likely put me in the hospital if not dead. She advised there is not enough information on how to treat these reactions people are having to the Covid-19 vaccine. I am scheduled to return to work on 1/13/2021 but am also scheduled to receive my second vaccine 02/2021. I am a single mother of 4 small children and I need my employment at Rock County/Rock Haven to provide for my family but at what cost? If I say no I get laid off, lose all my benefits, and am unable to collect unemployment. If the residents of Rock Haven have the right to choose then the employees of Rock Haven should also have the right to choose.

Respectfully,  
Nicole M Lemerand  
Accounting Specialist  
Rock Haven Skilled Nursing Home

Ashley Kabor  
January 11, 2021  
Concerns Regarding Mandating COVID-19 Vaccine and Layoffs at Rock Haven

Dear Health Services Committee,

I would like to voice my concerns regarding the COVID-19 vaccine being mandated for Rock Haven employees and the layoffs that are occurring for those declining the vaccine.

The following are statements taken from the fact sheet provided to us about the Moderna vaccine. "The Moderna COVID-19 vaccine is an unapproved vaccine." "There is no FDA-approved vaccine to prevent COVID-19." "The Moderna COVID-19 vaccine has not undergone the same type of review as an FDA-approved or cleared product." Meaning we are being mandated to inject an unapproved substance into our bodies or face layoff.

Rock Haven seems to be able to pick and choose which rules and policies we abide by. Per the Rock Haven policy regarding staff testing, failure to meet the facility testing requirements will result in layoff. However, multiple emails have been sent out stating individuals have not tested and no layoffs have occurred. Per the Rock Haven attendance policy, an employee will be terminated after their 7<sup>th</sup> absence. As of the date of this letter, we currently have an employee with 76 absences. Per the Rock County Complaint Procedure Policy, "anyone who knowingly makes false accusations will be subject to appropriate disciplinary action up to and including termination." When this occurred November 2020 no disciplinary action was taken.

The current leadership at Rock Haven would rather take on costly agency staff and consultants than be loyal to hardworking employees and allow them to make their own decision regarding the vaccine. They make decisions without thinking about how it will affect the employees which in turn means they are not thinking about how the residents are going to be affected. Rock Haven has not had a COVID positive resident in many months. This is without the use of a vaccine. Staff are capable of making the right decisions needed to keep our residents safe.

I feel extremely targeted and threatened by this vaccine being mandated. If 2020 and going into 2021 has taught us anything, it is that we as people need to be understanding of individual differences. We all have different views, opinions and personal convictions. We should not force the belief of some onto all. I would like to end with a statement that I hope resonates with this committee. My Body, My Choice.

Thank you,



Ashley Kabor

January 12, 2021

Please read at Health Service Committee on January 13<sup>th</sup>.

I have been employed by Rock Haven over 25 years and been through numerous changes, downsizing, NHA and rotating job duties.

I do not believe that the vaccine should be mandated at Rock Haven, when no other facility around, is mandating this and giving their staff the option.

The vaccine has not even been approved yet and only for emergency use. Where is the emergency at Rock Haven?? Am I missing something? It is not yet known if it stops from contracting the virus or passing it off to others. So why something should be mandated that still could not work??

Staff will still have to wear shields and masks with not even an end date. So why the vaccine then??

Michelle Lynch

Admin Secretary

ROCK COUNTY, WISCONSIN



Rock Haven Nursing Home  
P. O. Box 920  
Janesville, Wisconsin 53547-0920  
608-757-5000  
FAX 608-757-5026

January 11, 2021

I was informed on December 23, 2020, that I am mandated to receive the COVID-19 vaccine or I will be immediately placed on layoff per Rock County Ordinance 18.613(d) – the appointing authority may layoff an employee when an employee can no longer perform the essential functions of the job. How can it be possible that I could not perform the essential functions of my job when for the last 10 months I have been performing the essential functions of my job while wearing a face mask and face shield without a vaccination? I work in the administration offices in the front of the building with no direct patient care – please note again: for the last 10 months with no vaccination. But now I have been informed and feel threatened that if I do not get the vaccination that I will be placed on layoff, lose my benefits, will be unable to collect unemployment and my position will not be held for me. The residents that live in Rock Haven have the choice whether or not to receive the vaccine – but the employees are mandated to receive it. Bravo to Rock Haven/Rock County for allowing our residents the rights they deserve to make the choice – shame on them for not doing the same for the employees.

The FDA has not issued an approval on the current COVID-19 vaccine, it only has an Emergency Use Authorization in place. This may make some people comfortable to receive the vaccine, but just as I respect their choice to receive the vaccine I would expect the same respect for my choice to not receive the vaccine. Unfortunately, Rock Haven/Rock County is not allowing the employees the right to make that choice.

Respectfully,

Michelle Youderin  
Accounting Specialist



To Whom It May Concern:

I am writing in regards to the mandatory COVID-19 vaccine. I have been an employee at Rock Haven for 6 years and unfortunately due to an underlying medical condition and the vaccine being mandated, it is unlikely that I will be able to continue my employment as I will be laid off on Feb 2. I feel that making an employee choose between their job and their health is discriminatory. I have been able to fulfill my job duties as well as other job duties during this pandemic, always wearing a mask and shield, practicing good hand hygiene, following social distancing guidelines and limiting my time in public spaces but yet the vaccination is still mandated without exceptions, not medical, religious or personal beliefs.

When an employer decides on mandating the COVID-19 vaccination, it requires a broad viewpoint and input from many different disciplines. A multidisciplinary team should have been created that included the Administrator, Director of Nursing, Medical Director, staff nurses, social workers, other department managers, just to name a few. My understanding is that it was decided on with just a few peoples' opinions, obviously nobody that would object to it or give reasons why it may not be the wisest decision at this time. Staff were not included in on any discussions, just told when it would be administered and what the consequence will be if you do not receive it. Simply imposing a mandate without laying the ethical background has encountered a strong resistance from staff.

There are compelling patient safety concerns, medical contraindications and personal reasons that employees should be able to choose what is best for them without having to lose their job. The employees at Rock Haven have worked diligently on keeping our residents safe far before the vaccine was introduced and they will continue whether or not they get the vaccine. This should not be a deciding factor on whether or not they can continue employment at Rock Haven.

To the best of my knowledge, most other area facilities, Cedar Crest, St. Elizabeth's, St. Mary's and Mercy Hospital, to name a few, are giving their employees the right to choose what is best for them where as Rock Haven is not.

I am asking that you make the COVID-19 vaccination voluntary and allow employees to choose what is best for them so we can continue to give our resident's the great care that Rock Haven is known for.

Thank you,

A handwritten signature in black ink, appearing to read "D. J. Rueda". The signature is written in a cursive style with a large, prominent initial "D".

Dear Board Members,

I currently hold a .6 Certified Nursing Assistant position at Rock Haven Nursing Home. I work all over the building, so I know all the residents. I am asking you to override the mandated Covid-19 vaccine. I want to get the vaccine, but I want to get it on my own terms. I feel there is not enough testing done on the vaccine and I do not feel comfortable putting it in my body right now. The residents of Rock Haven have a choice on whether they want it or not. The employee's choice is either get it or get fired. We are told we cannot perform our jobs if we do not get the vaccine. How is this possible, because we have been doing it for 10 months now without a vaccine? We are tested twice a week and we wear face shield, face mask and wash our hands frequently. I am a single mom and cannot afford to lose my job. Please vote and override this mandated vaccine and bring back the employees that did not get it out of the first group.

Dear Board Members,

I was working at RockHaven as a registered nurse for 14 months now. On December 26, 2020, I received a letter from RockHaven stating that the Covid vaccine 19 was mandatory, and I would be receiving my first dose on January 5<sup>th</sup>, 2021. The letter stated that if we did not comply with this, we were unable to perform our job, and would be laid off immediately. During my shift at RockHaven, I would wash my hands frequently using soap and water or hand sanitizer, wear a surgical mask, and face shield for my entire shift. How am I not able to perform my job when we have been having this pandemic for the last 10 months without a vaccine wearing appropriate PPE and getting tested twice weekly? I stated earlier as I was working at RockHaven, I have been laid off from not taking the vaccine. A vaccine that is only in an emergency authorization. We don't even know the long-term effects of this vaccine, and whether it even prevents the spread of Covid-19. I did not feel comfortable putting this in my body, as more research should be done before making this mandatory. What happen to making your own choice and be respected for your healthcare decision?

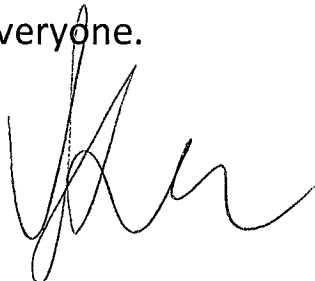
January 11, 2021

Please read at the Health Service Committee Meeting.

My name is Cris Lee and work in the Maintenance department at Rock Haven. I believe accepting the COVID-19 vaccination should be a choice and not a mandate at this time. There has not been enough research to know if the vaccine helps. Can you still get COVID-19? Can you spread COVID-19 after the vaccine? These questions are still unknown and staff will still have to wear a mask and shield at work. If PPE is still required, then why not give us a choice?

The vaccine is authorized in emergency use and employers should not be able to mandate it if it's not fully licensed, it should be an option to staff and residents.

Rock Haven is losing staff, because if you do not accept the vaccine, you receive a layoff letter. How does that help residents and families? Please consider helping put this mandate of the vaccine on hold, at least until there is more information about if it works or how it will benefit everyone.

A handwritten signature in black ink, appearing to read 'Cris Lee', is positioned below the text. The signature is fluid and cursive, with a large initial 'C' and 'L'.

## MICHELLE LYNCH

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**From:** Jesse McKnight <jsmcknight99@gmail.com>  
**Sent:** Sunday, January 10, 2021 6:47 PM  
**To:** MICHELLE LYNCH  
**Subject:** Public Comment for 2021.01.13 Meeting

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Ms. Lynch,

I feel compelled to write the Health Services Committee of Rock County, Re: Rock Haven an email with the hopes that my words don't fall on deaf ears and reach your board meeting Wednesday. I miss the day when a citizen could walk into a room and look a responsible party in the eye so they felt a little deeper the emotions being conveyed.

I'm writing today because I am deeply taken aback at the toll your facility is taking on my mother, a CNA, and others. It breaks my heart when I pick up the phone and she has had a rough day at work because of the rumor mill turning, poor care happening around her, and staffing problems by the sounds of it from turn over. She is at an age in life where she should go to work and should come home peacefully. Your facility has caused her undue anxiety and stress for some time. If it isn't concern about mandations, or scheduling at holidays and time off, it's now forced vaccines and a Covid unit. Worst of it, there seems to be little communication from administration to floor staff. **Your boots on the ground, the people that care for your residents and build the facilities reputation.** Its disappointing that the facilities front line isn't their front concern. It feels like the front concern is managers and revenue from Covid care. While it does take revenue to provide these front line staff with jobs, to what personal cost? Forced vaccines? Forced rounds in a Covid positive environment? Fear and anxiety over getting sick, being terminated and the unknown? Knowledge is power, which is what your administration seems to think they have by not sharing it. Knowledge is also comfort. The staff should know what is happening, when it is happening, how things will roll out. Especially when it relates to vaccines and Covid. I believe I heard via WJVL morning news when staff was getting a vaccine before my mom was aware. Your facility is not keeping people informed in due time.

My mother has lost her husband due to Covid complications. She had Covid herself. She was administered the vaccine because she was required to for her employment. The vaccine made her very ill and she is scared that the second dose could be worse. All for what? So she can be forced to work in a Covid positive environment? She is afraid at her age she might not do well if the next reaction is worse or she contracts Covid again. She is scared that she won't be able to visit my house if she has to work a Covid unit. My spouse just had surgery and has months of recovery and needs to remain Covid contact free to accomplish that. We are her only people now that her husband is gone. I feel it would be devastating if she became secluded, especially this first winter after losing her husband, because of being forced to work a Covid unit to keep her job.

Some of this may be unfounded. But with lack of communication and the rumor mill turning this is what is on your staff's mind. I would hate to see a County facility lose valuable staff because there are misunderstandings of what the future holds. I don't want to see families effected because nursing, cooking, housekeeping, etc, staff make knee jerk reactions to what they are speculating may be in store for them.

What do I hope for? I want my mom to have a place to go to work and do what she has always done best, take care of people. I want her to do it without fear of illness. I want her stop at my house for dinner, not because she needs to vent about her fears at work. I want to answer her calls and not hear her holding back tears about an uncertain future. I want her to spend her last years working to be enjoyable and not forced to an end. **She deserves that. Your whole staff deserves that.**

Thank you for your time.  
Respectfully,  
Jessica McKnight

**MICHELLE LYNCH**

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**From:** Ambur . <amber.dejaynes@icloud.com>  
**Sent:** Tuesday, January 12, 2021 10:28 AM  
**To:** MICHELLE LYNCH  
**Subject:** From. Amber dejaynes

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**Hi, My name is Amber DeJaynes I currently work at rock haven and have worked there for 4 years now. I am writing about the mandatory covid-19 vaccine requirement. I believe every worker should have a choice whether they want to receive the vaccine, when, and how. Allot of our staff are vary worried about the unknown long term effects it will cause. I did not appreciate not having a choice on when we could get the vaccine because then we could not pick a day when I was off in advance to insure if I did get a reaction I would not have to call into work. We have lost some of our best workers already and if this vaccine stays mandatory we will only loose more. This is putting our residents at risk. None of the residents were required to get it, and visitors and visiting staff were given the choice. We have staff that just got over covid-19 and were forced to get a vaccine even though it is not suggested to get one until after 90 days of having covid. This vaccine is not fda approved yet. Please reconsider giving the staff at rock haven the choice on if we want to get the vaccine, when**

**we can get it, and bring our staff back that has been let  
go already!**

**Thank you,  
Amber DeJaynes**

Sent from my iPhone